



March 8, 2006

Mr. Michael Smock  
2141 Highway #6  
Atalissa, Iowa 52720

Dear Mr. Smock:

As a result of a formal investigation conducted on February 22, 2006, it was determined that you violated General Code of Operating Rules, Rule 1.6 in connection with your dishonesty regarding your lay off since January 31, 2006.

Your employment with the Iowa Interstate Railroad Company, Ltd. is hereby terminated.

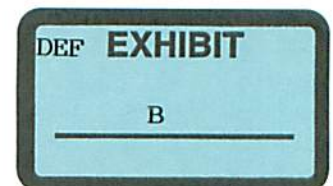
Arrange to contact Assistant Superintendent, Joe Moon, at 319-330-1625 to make arrangements to return all company property in your possession.

Sincerely,

A handwritten signature in black ink, appearing to read "Mc Burkart", enclosed within a large, loopy circular flourish.

M. C. Burkart  
Chief Transportation Officer

cc: Jeff Fugate, UTU  
Bobbi Allen, HR





5900 Sixth Street SW  
Cedar Rapids, IA 52404

**NOTIFICATION OF FORMAL INVESTIGATION**  
**Date of Notice: February 3, 2006**

<u>Name</u>	<u>Employee #</u>	<u>Address</u>
Certified Mail #7004 0750 0001 2033 5382 To: Michael Smock	#662	2141 Highway #6, Atalissa, IA 52720

**You are to attend a formal hearing**

**At:** Iowa Interstate Railroad, Ltd., Location: Iowa City Yard Office – Conference Room  
800 Webster Street, Iowa City, IA 52240

**On:** Day, Friday, February 10, 2006 @ 1000 hours

to ascertain the facts and determine your responsibility, if any, in connection with:

your alleged dishonesty regarding your layoff since January 31, 2006.

Possible Rules Violation: GCOR Rule 1.1  
GCOR Rule 1.6  
and any other possible rules violation in connection therewith.

**You have the right to representation and to bring witnesses as provided for by the current UTU Agreement.**

**Witnesses for the Iowa Interstate Railroad, Ltd.:**

Brandy Walsh - Dispatcher  
Bobbi Allen – Manager Human Resources

Jeff Jansenius, Chief Mechanical Officer

*Jeff Jansenius*  
Signature and Title of Company Official

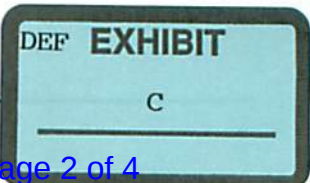
cc: Mick Burkart - Hearing Officer  
cc: Jeff Fugate, UTU

Detach and Return by Mail or Fax to (319) 298-5458 - ASAP

This acknowledges receipt of notice dated February 3, 2006, requesting me to attend a formal investigation on Friday, February 10, 2006 at 1000 hours at the Iowa City Yard Office.

Date Notice Received

Employee Signature





DEA #

MERCY SERVICES WEST LIBERTY  
 LAUREN E. HANNA, M.D.  
 THERESA E. HEGMANN, P.A.C.  
 DIANNA SPRAGUE, P.A.C.  
 ROGER BARILLAS, A.R.N.P.  
 1401 CRESS STREET • P.O. Box 108  
 WEST LIBERTY, IA 52776  
 319-627-2131 FAX: 319-627-2087

NAME Mike Smock  
 ADDRESS \_\_\_\_\_ DATE 1/31/06

R (Please Print)

Please excuse Mike  
 from work 2/1/06 -  
 2/10/06 due to ankle  
 pain and swelling.

☐ LABEL

REFILL \_\_\_\_\_ TIMES \_\_\_\_\_ PRN \_\_\_\_\_ NR \_\_\_\_\_

PRODUCT SELECTION PERMITTED

DISPENSE AS WRITTEN

08-NOV-05

TR051108\_100162068

DEA #

MERCY SERVICES WEST LIBERTY  
 LAUREN E. HANNA, M.D.  
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 319-627-2131 FAX: 319-627-2087

NAME

DATE

ADDRESS

R (Please Print)

Mike Smock 2/24/06

Please extend Mike's  
 Absence from work due to  
 Right ankle pain from  
 2/24/06 ~ 3/10/06.  
 He is continuing with PT.  
 He has increased swelling  
 & instability from  
 R. Ankle sprain/fall on ice.

☐ LABEL

REFILL

TIMES

PRN

NR

DISPENSE AS WRITTEN

NOT PERMITTED

TR051108\_100162068-41\_01\_48903\_0002

DEF EXHIBIT

E

Att: Connie  
BrcF

ExD  
Rec'd 2-03-06 7:20  
by Paul in Dispatch

DEA # \_\_\_\_\_

MERCY SERVICES WEST LIBERTY  
LAUREN E. HANNA, M.D.  
THERESA E. HEGMANN, P.A.C.  
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1401 CRESS STREET • P.O. BOX 108  
WEST LIBERTY, IA 52776  
319-627-2131 FAX: 319-627-2087

NAME

Mike Smock

ADDRESS

DATE

1/31/06

Rx (Please Print)

Please excuse Mike  
from work 2/1/06 -  
2/10/06 due to ankle  
pain and swelling.

☐ LABEL

REFILL \_\_\_\_\_ TIMES PRN \_\_\_\_\_ NPL \_\_\_\_\_

09-NOV-04

PRODUCT SELECTION PERMITTED

DISPENSE AS WRITTEN

TR051104\_100162004-41\_01\_40003\_0002

Att: Bobbi  
allan

DEF EXHIBIT

F